



Molemole Municipality

PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE MOLEMOLE MUNICIPALITY

**AS REPRESENTED BY
MUNICIPAL MANAGER**

**Mr. ML MOSENA
(Employer)**

AND

**Mr. Y WASILOTA
SENIOR MANAGER- TECHNICAL SERVICES**

(Employee)

FOR THE

FINANCIAL YEAR: 01 July 2018– 30 June 2019

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Molemole Municipality herein represented by **Mr. Maphala Lazarus Mosena** (full name) in his capacity as Municipal Manager (hereinafter referred to as the **Employer** or Supervisor)

and

Mr. Yetambuyu Wasilota (full name) Senior Manager- Technical Services of the Municipality (hereinafter referred to as the **Employee**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1. The Municipality has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 ("the System Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2. Section 57(1) (b) of the Systems Act, read with the contract of employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3. The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Employee** to a set of outcomes that will secure local government policy goals.
- 1.4. The parties wish to ensure that there is compliance with Section 57(4A), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to-

- 2.1. Comply with provisions of Section 57(1) (b), (4A), (4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2. Specify objectives and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountability in alignment with the Integrated Development

Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;

- 2.3. Specify accountabilities as set out in a performance plan which forms an annexure to the performance agreement;
- 2.4. Monitor and measure performance against set targeted outputs;
- 2.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;
- 2.6. In the event of outstanding performance, to appropriately reward the employee; and
- 2.7. Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1. This agreement will commence on the **01 April 2018** will remain in force until **30 June 2019** thereafter a new performance Agreement, Service Delivery Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2. The parties will review the provisions of this agreement during June. The parties will conclude a new performance agreement and Service Delivery Plan that replace this agreement at least once a year and be signed before the end of the first month of the financial year.
- 3.3. This agreement will terminate on the termination of the **employee's** contract of employment for any reason.
- 3.4. The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5. If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

5. PERFORMANCE OBJECTIVES

- 4.1. The Performance Plan / SDBIP (Annexure A) Set out-

- 4.1.1. The performance objective and targets that must be met by the **Employee**; and
- 4.1.2. The time frames within which those performance objectives and targets must be met.
- 4.2. The performance objectives and targets are set by the **Employer** in consultation with the **Employee**, and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and shall include key objectives; key performance indicators; target dates and weightings.
 - 4.2.1. The key objectives describe the main tasks that need to be done.
 - 4.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
 - 4.2.3. The target dates describe the timeframe within which the work must be achieved.
 - 4.2.4. The weightings show the relative importance of the key objectives to each other.
- 4.3. The **Employee's** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Employer's** Integrated Developed Plan.

5. **PERFORMANCE MANAGEMENT SYSTEM**

- 5.1. The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces for the **Employer**, management and municipal staff of the Employer.
- 5.2. The **Employee** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the **Employer**, management and municipal staff to perform to the standards required.
- 5.3. The **Employer** will consult the **Employee** about the specific performance standards that will be included in the performance management system as applicable to the **Employee**.
- 5.4. The **Employee** undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.5. The criteria upon which the performance of the **Employee** shall be assessed shall consist of three components, both of which shall be contained in the Performance Agreement.

- 5.5.1. The **Employee** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA)s and the Core Competency Requirements (CCRs) respectively.
- 5.5.2. Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.5.3. KPA)s covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 5.6. The **Employee's** assessment will be based on his/her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan /SDBIP, which are linked to the KPA)s and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Employer** and **Employee**:

Key Performance Areas (KPA)s	Weighting
Basic Service Delivery	20%
Municipal Institutional Development and Transformation	20%
Local Economic Development (LED)	10%
Municipal Financial Viability and Management	20%
Good Governance and Public Participation	20%
Spatial Rationale	10%
TOTAL	100%

- 5.7. In the case of managers directly accountable to the municipal manager, key performance areas related to the functional area of the relevant manager, must be subject to negotiation between the municipal manager and the relevant manager.
- 5.8. The CCRs will make up the other 20% of the **Employee's** assessment score. CCRs that are deemed to be most critical for the **Employee's** specific job should be selected (✓) from the list below as agreed to between the **Employer** and **Employee**. Three of the CCRs are compulsory:

1.1.

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)		
Core Managerial and Occupational Competencies	✓	Weight
Strategic Capacity and Leadership	✓	15%
Programme and Project Management	✓	5%
Financial Management	Compulsory	15%
Change Management		5%
Knowledge Management		5%
Service Delivery Innovation	✓	5%

Problem Solving and Analysis	√	5%
People Management and Empowerment	Compulsory	10%
Client Orientation and Customer Focus	Compulsory	10%
Communication	√	2%
Honesty and Integrity	√	3%
Core Occupational Competencies		
Competence in Self Management	√	2%
Interpretation of and implementation within the legislative and national policy frameworks	√	2%
Knowledge of performance management and reporting	√	2%
Knowledge of global and South African specific political, social and economic contexts	√	2%
Competence in policy conceptualization, analysis and implementation	√	2%
Knowledge of more than one functional municipal field / discipline	√	2%
Skills in Mediation	√	2%
Skills in Governance	√	2%
Competence as required by other national line sector departments	√	2%
Exceptional and dynamic creativity to improve the functioning of the municipality	√	2%
Total Percentage		100%

6. EVALUATING PERFORMANCE

- 6.1. The Performance Plan /SDBIP (Annexure A) to this agreement sets out-
- 6.1.1. The standards and procedures for evaluating the **Employee's** performance; and
 - 6.1.2. The intervals for the evaluation of the **Employee's** performance.
- 6.2. Despite the establishment of agreed intervals for evaluation, the **Employer** may, in addition review the **Employee** performance at any stage while the contract of employment remains in force.
- 6.3. Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.

6.4. The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.

6.5. The annual performance appraisal will involve:

6.5.1. **Assessment of the achievement of results as outlined in the performance plan:**

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b). An indicative rating on the five-point scale should be provided for each KPA.
- (c). The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

6.5.2. **Assessment of the CCRs**

- (a). Each CCR should be assessed according to the extent to which the specified standards have been met.
- (b). An indicative rating on the five-point scale should be provided for each CCR.
- (c). This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d). The applicable assessment rating calculator (refer to paragraph 6.5.1.) must then be used to add the scores and calculate a final CCR score.

6.5.3. **Overall rating**

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

6.6. The assessment of the performance of the **Employee** will be based on the following rating scale for KPA's and CCRs:

LEVEL	Terminology	DESCRIPTION	RATING				
			1	2	3	4	5
5-5.99	Outstanding Performance	Performance far exceeds the standard expected of an Employee at this level. The appraisal indicate that the Employee has achieved above fully effective results against all performance outcomes and indicators as specified in the PA and Performance Plan and maintained this in all areas of responsibility throughout the year.					
4 – 4.95	Performance significantly above expectations	Performance is significantly higher than the standard expected for the job in all areas. The manager has achieved above fully effective results against more than half of the performance criteria and indicators specified in the performance plan and fully achieved all others throughout the year.					
3 – 3.95	Fully Effective	Performance fully meets the standard expected in all areas of the job. The appraisal indicates that the employee has fully achieved effective results against all significant performance outcomes and indicators as specified in the PA and Performance Plan.					
2 – 2.99	Good progress	Performance is not fully effective but good progress was made towards achieving the majority (more than 70%) of results against all performance outcomes and indicators as specified in the PA and Performance Plan.					
1 – 1.99	Unacceptable Performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results (less than 70%) against almost all of the performance outcomes and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement					

6.7. For purpose of evaluating the annual performance of the municipal manager, an evaluating panel constituted of the following persons must be established-

7.5. The **employer** may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and /or amended as the case may be. In that case the **Employee** will be fully consulted before any such change is made.

8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

8.1 Noting the need to address developmental gaps in municipalities, Non- Compliance with the Circular 60 on Minimum Competency Requirements and Regulations stipulates the following:

8.1.1 Failure to implement the requirements of the regulations will result in non-compliance with the legislation.

8.1.2 If officials have not met the requirements of the regulations including the support provided in this Circular by the due date, Regulation 15 and 18 will immediately apply.

8.1.3 Therefore, the continued employability of affected officials will be impacted upon. MFMA Circular No. 60 Minimum Competency Levels Regulations, Gazette 29967 April 2012

8.1.4 Whilst the provisions of these regulations will apply consistently across all municipalities and Municipal entities from the effective date of enforcement, National Treasury will consider, "Special Merit Cases", delaying enforcement of certain provisions for a period up to eighteen months from 1 January 2013.

9. OBLIGATIONS OF THE EMPLOYER

9.1. The Employer shall-

9.1.1. Create an enabling environment to facilitate effective performance by the employee;

9.1.2. Provide access to skills development and capacity building opportunities;

9.1.3. Work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;



9.1.4. On the request of the **Employee** delegate such powers reasonably required by the **Employee** to enable him/her to meet the performance objectives and targets established in terms of this Agreement; and

9.1.5. Make available to the **Employee** such resources as the **Employee** may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

10.1. The **Employer** agrees to consult the **Employee** timeously where the exercising of the powers will have amongst others -

10.1.1. A direct effect on the performance of any of the **Employee's** functions;

10.1.2. Commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and

10.1.3. A substantial financial effect on the **Employer**.

10.2. The **Employer** agrees to inform the **Employee** of the outcome of any decision taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the **Employee** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

11.1. The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

11.2. In the case of unacceptable performance, the **Employer** shall –

11.2.1. Provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and

11.2.2. After appropriate performance counseling and having provided the necessary guidance and / or support as well as reasonable time for improvement in performance, the **Employer** may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

12.1. Any disputes about the nature of the **Employee's** performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and / or any other matter provided for, shall be mediated by –

12.1.1. The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or

12.1.2. Any other person appointed by the MEC.

12.1.3. In the case of managers directly accountable to the municipal manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;

Whose decision shall be final and binding on both parties.

12.2. In the event that the mediation process contemplated above fails, clause 20.3. of the contract of Employment shall apply.

13. GENERAL

13.1. The contents of the Agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.

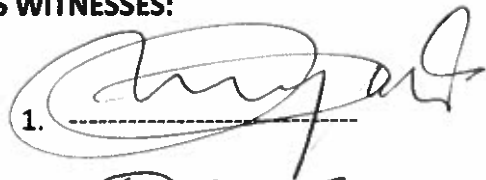
13.2. Nothing in this Agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his / her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

13.3. The performance assessment results of the municipal manager must be submitted to the MEC responsible for Cooperative Governance Human Settlements and Traditional Affairs in Limpopo Province as well as the National Minister responsible for Cooperative Governance and Traditional Affairs within fourteen (14) days after the conclusion of the assessment.


MOGWADI 05 03

Thus done and signed at ----- on this ----- day of ----- 2019

AS WITNESSES:

1. 

2. 



EMPLOYEE



MOGTWADI

Signed at ----- on this 05 day of 03 2019

AS WITNESSES:

1.  -----

2.  -----

 -----
EMPLOYER

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Annexure A: Personal Development Plan

Skills / Performance Gap	Outcomes Expected	Suggested training and / or development activity	Suggested mode of delivery	Suggested Time Frames	Work opportunity created to practise skill / development area	Support Person
MSCOA Training	Clear understanding of MSCOA applications and processes	Training on MSCOA	Attend MSCOA training facilitated by National and Provincial Treasury	December 2018	CFO	CFO

Name of Manager:

Signature of Manager:

Date Signed:

Name of Employee: WASILOTA. Y



Date Signed: 05-03-2019

6.2 Department: Technical Services

Key Performance Area (KPA) 2: BASIC SERVICE DELIVERY		Respective, Accountable, Effective and Local Government System Implement a differentiated approach to municipal financing, planning and support													
Outputs:		<ul style="list-style-type: none"> To provide sustainable basic services and infrastructure development To improve /upgrade conditions of municipal roads and storm water infrastructure and maintenance 													
Key Organizational Strategic Objectives		To provide sustainable basic services and infrastructure development													
Project No	Priority Areas (IDP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4	Location of projects	2018/19 Annual Budget	Means of verification
ROADS AND STORM WATER INFRASTRUCTURE															
20.	Roads and storm water infrastructure	Number of road KM's upgraded	Mohodi to Mapontongo Gravel to Tar	3.5 km gravel to tar road constructed	Construction of 0.4 km tar road	None	Preparation of specific advertisements and appointment of the consultants	Approval of designs, Advertisement and appointment of contractor, and site establishment	Preparation of road bed layer, preparation of sub-base layer, excavation and installation of storm water control pipes	None	Base layer, surfacing, installation of kerbs, practical completion on 0.4km tar road and project handover	None	Mohodi and Mapontongo (Ward 11,12,13)	Budget R5,704 335	Specification, Advert, SLA, appointment letter, progress report and completion certificate
21.	Roads and	Number of road	Ramokgopa to	8.5 km gravel	Construction of	None	Appointment of	Preparation of	Base layer,	None	None	None	Eisleben (Ward	Budget R13,502,	SLA, appointment

BASIC SERVICE DELIVERY															
Respective, Accountable, Effective and Local Government System															
Implement a differentiated approach to municipal financing, planning and support															
<ul style="list-style-type: none"> To provide sustainable basic services and infrastructure development To improve /upgrade conditions of municipal roads and storm water infrastructure and maintenance 															
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Project No	Priority Areas (DP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4	Location of projects	2018/19 Annual Budget	Means of verification
	storm water infrastructure	KM's upgraded	Eislebe gravel to tar	to tar road constructed	2.5 km tar road		conductor, and site establishment	road bed layer, preparation sub-base layer, excavation, and storm water control pipes	surfacing, installation of kerbs, practical completion 2.5km road and project handover.				2)	377	ent letter, progress report and completion certificate
22.	Roads and storm water infrastructure	Approved design report for Capricorn park internal street.	Capricorn park internal street	New indicator	Designs of 5km internal streets	None	Preliminary Design Report	Final Approval Design Report	No Target	None	No Target	None	Capricorn Park (Ward 1)	Budget R1,965,52	Appointment letter and Approved Design Report
23.	Roads and storm water infrastructure	Number of road km upgraded	Matipana to Madikana gravel	9.5 km gravel to tar road constructed	Constructions of 1.5 km tar road	None	Approval of designs, and sites	Preparation of road bed layer,	Base layer, surfacing, installing, install	None	None	None	Madikana (Ward 13)	Budget R 7,794,261	SLA, appointment letter, progress report


BASIC SERVICE DELIVERY															
Respective, Accountable, Effective and Local Government System															
Implement a differentiated approach to municipal financing, planning and support															
Key Organizational Strategic Objectives															
To provide sustainable basic services and infrastructure development															
To improve /upgrade conditions of municipal roads and storm water infrastructure and maintenance															
Strategic Objectives															
Project No	Priority Areas (IDP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4 target	Location of projects	2018/19 Annual Budget	Means of verification
25.	Roads and storm water infrastructure	Number of roads and storm water infrastructure bladed	Blading of gravel roads	603 km of gravel roads	603 km of gravel roads bladed and storm water maintained	None	153km of gravel roads to be bladed and storm water maintained	150km of gravel roads to be bladed and storm water maintained	150 km of gravel roads to be bladed and storm water maintained	None	150 km of gravel roads to be bladed and storm water maintained	None	Molemo municipality	Opex	Monthly reports and signed worksheets
SPORT FACILITIES															
26.	Sports facilities	Phase 3 of Mohodi sports complex completed.	Mohodi Sports Complex: Phase 3	Completed phase 1&2 Mohodi sports complex	Construction of phase 3 for Mohodi Sports Complex	Construction of 1 x Ablution block and change rooms, 1 x combination courts, 1 x	Construction of combination courts, surfacing of the athletics	Construction of concrete works and steel fixing for 2500 capacity grandstand and	Construction of change rooms and ablution blocks	Construction of concrete works and 2000 Capacity grandstand	Construction of access road and parking area, marking the football pitch, combination courts	Finalising Construction of concrete works and 2000 Capacity grandstand and Marking	Mohodi (Ward 11)	Budget R5 510 246	Progress report and practical completion certificate

Key Performance Area (KPA) 2: BASIC SERVICE DELIVERY																
Outcome 9: Respective, Accountable, Effective and Local Government System																
Outputs: Implement a differentiated approach to municipal financing, planning and support																
Key Organizational Strategic Objectives																
<ul style="list-style-type: none"> To provide sustainable basic services and infrastructure development To improve/upgrade conditions of municipal roads and storm water infrastructure and maintenance 																
Strategic Objectives																
Project No	Priority Areas (IDP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4	Location of projects	2018/19 Annual Budget	Means of verification	
						ticket office with guard house, 1 x 2000 steel grandstand and 1 x parking area										
ELECTRICAL NETWORK																
27.	Electricity Network	Number of Electricity meters replaced & installed	Installation and replacement of electricity bulk meters.	480 of Electricity meters replaced & installed	220 Electricity meters installed & replaced	None	Preparation of specific advertisement and appointment of service provider	80 Electricity Meters installed & replaced	80 Electricity Meters installed & replaced	Approval of specification, Tender Advertisment, Appointment of	60 Electricity Meters Installed & Replaced	Replace and Install 140 Smart meters, Testing and commissioning of 220 smart	Mogwadi and Morebe (Ward 1 & 10)	Budget R2,400,000	Specifica tion committee Appointment letter, SLA and Completion Certificate	

BASIC SERVICE DELIVERY															
Respective, Accountable, Effective and Local Government System															
Implement a differentiated approach to municipal financing, planning and support															
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Project No	Priority Areas (IDP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4	Location of projects	2018/19 Annual Budget	Means of verification
28.	AG Action Plan	Percentage of Audit queries addressed	Audit action plan	New indicator	100% of Auditor general queries addressed	None	No target	No target	50% of Auditor General queries addressed	None	100% of Auditor General queries addressed	None	MLM	Opex	Audit Action plan
29.	Internal Audit	Percentage of internal audit queries addressed	Audit action plan	New indicator	100% of internal general queries addressed	None	25% of internal general queries addressed	50% of internal general queries addressed	75% of internal general queries addressed	None	100% of internal audit queries addressed	None	MLM	Opex	Updated audit action plan
30.	Risk	Percentage	Risk	% of	100% of	None	100% of	100% of	100%	None	100% of	None	MLM	Opex	Strategic

BASIC SERVICE DELIVERY															
Respective, Accountable, Effective and Local Government System															
Implement a differentiated approach to municipal financing, planning and support															
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Project No	Priority Areas (IDP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4	Location of projects	2018/19 Annual Budget	Means of verification
	Management	Percentage of risks resolved within the timeframe as specified in the risk resolution register	register	risks resolved within the timeframe as specified in the risk register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register	risks resolved within the timeframe as specified in the register			risk register
31.	Council	Percentage of council resolutions implemented	Implementation of council resolutions	New indicator	100% of council resolutions implemented	None	100% of council resolutions implemented	100% of council resolutions implemented	100% of Council resolutions implemented	None	100% of Council resolutions implemented	None	MLM	Opex	Updated council resolution register
32.	Audit Committee	Percentage of audit committee resolutions	Implementation of audit committee resolutions	New indicator	100% of audit committee resolutions	None	100% of audit committee resolutions	100% of audit committee resolutions	100% of Audit Committee resolutions	None	100% of Audit Committee resolutions	None	MLM	Opex	Updated Audit committee resolution register

Key Performance Area (KPA) 2: BASIC SERVICE DELIVERY															
Outcome 9: Respective, Accountable, Effective and Local Government System															
Outputs: Implement a differentiated approach to municipal financing, planning and support															
Key Organizational Strategic Objectives															
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Strategic Objectives															
Project No	Priority Areas (DP)	Key performance indicator	Project Name	Baseline	2018/19 Annual Target	Reviewed Annual target	Quarter 1 Target	Quarter 2 target	Quarter 3 target	Reviewed Quarter 3 target	Quarter 4 target	Reviewed Quarter 4	Location of projects	2018/19 Annual Budget	Means of verification
		ns implemented	ons		implem ented		implem ented	implem ented	tions imple mente d		impleme nted				

Employee:	WASILOTA. Y	Manager/Immediate Supervisor:	MOSENA . M. C
Date:	05-03-2019	Date:	05-03-2019
Signature:		Signature:	